

**Approved Minutes**  
Annual Meeting of the Unitarian Universalist Minister's Association  
Fort Worth, Texas  
June 23, 2005

- I. Call to Order –10am—Ken Sawyer, President of the UUMA, establishes that a quorum is present.
- II. Appointment of Parliamentarian and Time Keeper  
✓ **Moved, Seconded and Passed by show of hands that Daniel ÓConnell serve as Parliamentarian and Bob Schaibly serve as Time Keeper.**
- III. Adoption of Rules and Procedures:  
✓ **Moved, Seconded and Passed by show of hands that the following rules and procedures be adopted:**  
**No person may speak for more the two minutes at a time on any one item.**  
**No person may speak more than once on any one item as long as anyone else wants the floor.**  
**After initial presentation, debate time for each item requiring a vote shall be ten minutes unless extended by majority vote.**  
**Items to be introduced as “Other Business” must be presented in written form to the Secretary or President by 10:45 on Thursday June 23, 2005.**
- IV. Approval of 2004 Annual Meeting Minutes  
UUMA Secretary Mark Christian moved that the minutes from the 2004 Annual Meeting be adopted as published in the packet of materials for the 2005 Annual Meeting.  
✓ **Moved, Seconded and Passed by a show of hands that the Minutes be adopted as published.**
- V. Nominating Committee Report  
Jim Eller presented the following slate officers into nomination: Treasurer, Gail Geisenhainer; Arrangements, Randy Becker; Chapter Visits, Jane Rzepka; Ministerial Conference on Berry Street, Marjorie Bowens-Wheatly; Nominating Committee, Rosemary Bray McNatt, Peter Morales & Daniel ÓConnell. No nominations were offered from the floor.  
✓ **Nominating Committee slate was Moved, Seconded and Passed by a show of hands.**
- VI. President's Report  
President Ken Sawyer identified the following as Key Issues for the UUMA:  
A. Our intense work with the MFC Settlement Group regarding Categories;  
B. The Compensation Report that reflects our desire that remuneration should be tied to function, tenure and performance rather than titles like MRE or Senior Minister;  
C. The creation of the Professional Leadership Coordinating Council to find ways for the various professionals who serve our Association to interact and strive for the best service possible;

- D. The change in 2006 from Professional Days back to Ministry Days and the Exec’s desire that methods be created at GA, District Events and Chapter meetings to facilitate cooperative professional development between Ministers, Religious Educators, Musicians and Administrators;
- E. The work of Vice President Mary Katherine Morn to more clearly identify our committee structure and the many individuals who represent the UUMA by serving on UUMA or UUA Committees, Panels and Task Forces.;
- F. The successful work that goes on to nurture a relationship between the UUMA and the Ministry and Professional Leadership Working Group—particularly noting the changes in this relationship since MPL now has a broader constituency than the Department of Ministry did; and,
- G. The overall goal of the UUMA that our Chapters be strengthened.

VII. Treasurer’s Report

Kathleen Ellis presented the proposed budget for Fiscal Year 2005-06 which includes drawing from Reserves to create a balanced budget. The intent of the Exec to eliminate the UUMA contribution to the UUA’s office of Church Staff Finance within three years was shared. It was stressed that this is not an indication of lack of confidence in the work of this office or its staff members. This decision is an expression of a belief that these expenses are the responsibility of the UUA and to rely on more than \$20,000 annually from the UUMA indicates a failure of the UUMA to hold the UUA to an issue it has identified as a matter of fairness and justice. Ralph Mero rose to correctly clarify that the expressed intent to reduce these funds will be dependent upon the passage of future UUMA Budgets.

✓ **The budget as presented was Moved, Seconded and Passed by a show of hands.**

VIII. Membership Report

UUMA Administrator Janette Lallier provided the most recent numbers in terms of UUMA Membership. We presently have a total of 1528 members up from 1487 in June 2004. This is the largest membership ever in UUMA history—with the largest increase in the last four years coming among Candidate Members. The membership totals are as follows (from a report dated May 21, 2005):

Regular Member	914
Candidate Member	196
Life Member	408
<u>Associate Member</u>	<u>10</u>
<b><i>TOTAL</i></b>	<b><i>1528</i></b>

IX. Minister’s Financial Education and Advocacy Committee

Sydney Morris provided a report on behalf of this committee detailing their work to develop appropriate resources, coordinate efforts in the UUMA, provide training for colleagues, integrate the work associated with socially responsible investing and advocate key financial practices. The Committee urged adoption of a resolution to be offered from the UUMA. After friendly amendment and debate it was

- ✓ *Moved, Seconded and Passed by a show of hands that the Unitarian Universalist Minister's Association encourage the use of ethical corporate governance criteria (including but not limited to transparency and accountability such as executive compensation, and disclosure of charitable giving) in decisions made by the Investments Committee and the Socially Responsible Investing Committee regarding UUA Investments.*
- X. Committee on Ministry for Anti-Racism, Anti-Oppression and Multiculturalism  
Clyde Grubbs acknowledged the work of and thanked ARAOM Committee on Ministry members Hope Johnson, Scott Prinster, Suzelle Lynch and Patricia Jimenez. He also welcomed Jeanne Lloyd and Addae Watson on to the committee.
- XI. Guidelines Revision Committee  
Gretchen Woods presented a report on the work of the Guidelines Revision Committee which presently resides in the Pacific Northwest Chapter of the UUMA.
- A. The Guidelines Revision Committee, upon looking at the guidelines, proposed to the UUMA Exec that they be allowed to continue the revision task beyond the normal three year cycle in order to provide a complete restructuring of our Guidelines. This was deemed advisable by the Exec because of the understandably piecemeal nature of past revisions that have created a document with many inconsistencies in both style and content.
- B. It was noted that Community Ministry is totally absent from our guidelines as they read at present.
- C. The Committee's plan, which has been endorsed by the Exec, is to create new structure for the Guidelines reflecting our relationships to each other and the larger movement in terms of Covenant, Code and Conduct.
- D. The desire is to create a document that will be useful to both congregations and to secular agencies in understanding the various roles and responsibilities of Unitarian Universalist ordained ministry.
- E. Among the key issues the Committee has identified are various Community Ministry related matters and issues of Cultural Competence and Appropriation.
- XII. Center  
Lynn Unger offered thanks to Sam Trumbore and Ian Evison as they exit the Center. She also welcomed Judy Tomlinson who is the new Chair of Center.
- XIII. Ministry and Professional Leadership Staff Group
- A. David Hubner reported on the work of MPL—including the establishment of the Professional Leadership Coordinating Council which includes UUMA, LREDA, Society for Community Ministry (SCM), UU Musicians' Network and the Association of UU Administrators.
- B. Hubner stressed MPL's concern for the issues associated with Community Ministry and their commitment to the work of Anti-Racism, Anti-Oppression and Multiculturalism.
- C. David thanked his colleagues at MPL and shared the news of his June 2006 retirement.

- D. Ralph Mero provided information about the new Compensation Guidelines that are on the UUA Website.
- E. Ralph also talked in brief about the effort to link up with the United Church of Christ to provide insurance or, barring that option, to create a self funded insurance plan in the UUA. He said that while work is positive on this front that it is unlikely that anything will be formalized in the immediate future.

XIV. Other Reports

A. Criminal Background Checks—Settlement Issues

Lisa Presley and John Weston reported on the conversation between UUMA and the Settlement Office on what is recommended to search committees. In lengthy and extended discussion from the floor John Weston expressed that it is imperative for congregations to protect themselves, in light of recent scandals involving clergy sexual abuse. Lisa explained UUMA concerns regarding the instructions to Search Committees that they seek secondary references that a minister in search has not cleared on the basis that they may reach someone with an agenda against the minister or that this plan opens up a minister to being “outed” to the congregation they serve when they are not in full and open search. John and Lisa announced that the Settlement Office will allow the UUMA to have a representative present at the training of Ministerial Settlement Reps and to communicate with search committees the possible difficulties we see when congregations seek out secondary references outside of conversation with the minister in search.

B. Chapter Visits

Bob Schaibly reiterated that it is the intent of the UUMA that a member of the Exec make a visit to each chapter every other year. We don’t always make it but that is the plan. He also expressed the hope of the Exec that chapters would pay conference registration, hotel and hospitality for the visiting Exec Member while the UUMA pays for Airfare and other transportation costs.

C. Good Offices

Susan Manker Seale expressed the need for ministers who are invoking a Good Officer to stay in conversation with their official, chapter-appointed, Good Officer. She also announced plans for on going Good Officer training to make sure that all Good Officers are fully aware of the UUMA Guidelines and the best practices that have emerged among Good Officers in recent years.

D. Campus Ministry Advisory Committee

Erika Hewitt provided a report on the ongoing work of creating and strengthening the ministry we offer on college campuses.

XV. Other Business

No other business was presented to the President or Secretary in accordance with the adopted Rules.

XVI. Recognition and Thanks

Ken Sawyer thanked Kathleen Ellis, Wendy Fish and Bob Schaibly for their service to the UUMA as Treasurer, Arrangements Portfolio and Chapter Visit Portfolio (respectively).

XVII. Adjournment 11:56am